

HOUSE BILL 3881

By Sontany

AN ACT to amend Tennessee Code Annotated, Title 4,  
Chapter 21 and Title 8, Chapter 50, Part 1, relative  
to discrimination.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 8-50-103(a), is amended by deleting  
the following language:

unless such handicap to some degree prevents the applicant from performing the duties  
required by the employment sought or impairs the performance of the work involved.

and by substituting instead the following:

unless such handicap prevents the applicant from performing the duties required by the  
employment sought even with reasonable accommodations or impairs the performance  
of the work involved in a manner that would endanger the health or safety of the  
applicant or others even with reasonable accommodations.

SECTION 2. Tennessee Code Annotated, Section 8-50-103, is amended by adding the  
following language as a new, appropriately designated subsection:

( ) It is the purpose and intent of the general assembly by this section and § 8-  
50-104 to provide for execution within Tennessee of the policies embodied in the federal  
Americans with Disabilities Act of 1990 (42 U.S.C. § 12101 et seq.) and to such end  
these sections shall be interpreted to be consistent with and to further the purposes and  
policies of such act together with implementing regulations.

SECTION 3. Tennessee Code Annotated, Section 4-21-101(a)(1), is amended by  
inserting the language "the Americans with Disabilities Act of 1990," immediately after the  
language "the Pregnancy Amendment of 1978,".

SECTION 4. This act shall take effect upon becoming a law, the public welfare requiring it.